



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010
(213) 738-2222 FAX (213) 637-0820

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 8, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of September 7, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 493 employees at KDMC. Of this number, 253 actions have resulted in discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or resigned.

Since our last report, we have closed three (3) cases and have opened two (2) additional cases. As a result, our open caseload is currently 37 (detailed summary information is contained in Attachments I and II).

Of the new cases, none involves physicians or nurses.

RECRUITMENTS

Recruitment staff from the Department of Health Services, including nurse recruiters from KDMC, and from the Department of Public Health will attend the Los Angeles County Fair in Pomona on Sunday, September 10, 2006 to highlight County services and employment opportunities. The next RN Interview Day for KDMC is scheduled for September 13, 2006. Nurse recruiters from KDMC will also be attending the NurseWeek Job Fair at the Ontario Convention Center on September 14, 2006.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
September 8, 2006
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If you have any questions, please call me.

MJH:STS
PS:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMC Human Resources Status Report Final 090806

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 09/07/06

Dated: 9/7/2006

Closed Cases -	913
Open Cases -	37
Referred Cases -	13
Grand Total =	963

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	5	32	0	35	82
Discharges of Probationers	0	7	8	1	13	29
Suspensions (6 - 30 Days)	4	12	50	5	38	109
Suspensions (1 - 5 Days)	11	10	24	2	22	69
Reprimands	7	3	24	2	14	50
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	68	49	209	19	148	493

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	24	10	41	43	34	152
Total Actions Taken	92	59	250	62	182	645

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 09/07/06

Dated: 9/7/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	58	9	1	68

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	22	1	1	24
Total Actions Taken	80	10	2	92